Job Title: Senior Associate for Capacity Strengthening
Reports to: Kathy Durand, Director of Strategy and Operation
Location: Baltimore, London, Ottawa, or Nairobi (preferred); other virtual locations will be considered
Recruitment: Applicants will be considered on a rolling basis until April 27th, 2020
To Apply: Please send a CV and application letter to r.nyiratunga@prevention-collaborative.org

Background
The Prevention Collaborative is a global network organisation dedicated to preventing violence against women and their children, especially in the global south. We seek to strengthen the capacity of key actors to deliver cutting edge violence prevention programmes, informed by research-based evidence, practice-based knowledge and feminist principles.

The Collaborative has joined a consortium bidding for "What Works to Prevent Violence Against Women and Girls: Impact at Scale" (What Works 2.0). The first What Works phase was a flagship initiative of DFID’s, with a major investment in research & impact evaluation to establish ‘What Works’ to prevent violence against women and girls (VAWG), bringing together world-leading researchers. Phase I included 15 prevention interventions and impact evaluations in 12 countries, research and evaluations in fragile and conflict affected states (FCAS), costs of VAWG, and cost effectiveness of VAWG prevention.

What Works 2.0 will accelerate progress towards the elimination of VAWG through an evidence-based and scaled-up global response. Phase II is a 7-year programme that will systematically design, implement and rigorously evaluate the scale-up of violence prevention efforts (scale); pilot and test new theory-driven approaches (innovation); strengthen long-term capability and capacity to deliver cutting-edge VAWG prevention globally; and use evidence to influence a more effective global approach.

Position Description
We are recruiting a Senior Associate for Capacity Development to provide ongoing leadership for our approach to accompany and strengthen the capacity of organisations doing VAWG prevention work. Should our consortium win the What Works bid, the candidate will also lead our engagement in What Works 2.0. This will involve engaging and supporting a pool of
Mentors who will work together with partners to contribute to successful design and delivery of VAWG prevention programmes. The post holder will ensure the programme delivers high quality results, meets program outputs and outcomes and provide inspirational leadership to ensure that it makes a real difference in women and girls’ lives. This is an opportunity to contribute significantly to strengthening the capacity of actors across the global south to design, plan, deliver and learn from VAWG prevention programme.

**Essential Functions**

*Facilitation and Coaching*

- Continuously build and strengthen a feminist inspired accompaniment framework focused on evidence, shared learning, promising practices in design, and deep learning.
- Manage and support a pool of Mentors who provide accompaniment to organisations funded under the What Works II programme, including coaching Mentors during their engagement, and collaborating with other team members to build community and develop capacity.
- Lead the development of the agenda and content (in collaboration with others) for the initial partner meeting and annual capacity strengthening meetings thereafter.
- Ensure the implementation of a Mentor “buddy” programme that pairs experienced Mentors with up and coming Mentors in order to facilitate a transition to the next generation and strengthening of capacity across the global south.
- Introduce innovative ways of learning and programming in the VAWG prevention field.

*Coordination and Management*

- Build networks and community across partners and Mentors, as well as with external stakeholders of the What Works 2 programme.
- Coordinate communication with individual Mentors.
- Manage relationships with Mentors and partners designing and delivering the selected initiatives.
- Track the pairing of Mentors with partners and the ongoing support offered, both virtual and face to face.
- Collaborate closely with other team members, including the VAWG lead, Grants Managers and knowledge leads.

*Competencies*

- Experience working with civil society groups in the global south, either in programme design implementation or training.
- Documented ability to design and facilitate participatory workshops and trainings, preferably in areas relevant to the project. Topics of relevance include: developing a theory of change; project monitoring and evaluation; conducting a gender and power analysis; social and behaviour change communication (SBCC); developing powerful presentations; interpreting and understanding research findings.
- Strong project management skills and a demonstrated ability respond flexibly to changing demands.
● Knowledge of the types, causes and consequences of VAWG and/or children as well as familiarity with examples of programmes and initiatives to prevent violence.

● Proven ability to build relationships across geographic locations, with diverse sets of colleagues and across complex organisations.

● A demonstrated commitment to feminist analysis and values.

Education and Experience

● A degree related to international development, global public health, communications or another relevant area.

● A minimum of 7 years of relevant job experience focusing on capacity strengthening, gender training and/or violence against women and girls.

Travel

This role requires up to 20% travel.

The Prevention Collaborative encourages applications from candidates of color and individuals from the Global South with permission to work in the USA or willing to work virtually under contract.

We are committed to equality of opportunity and non-discrimination for all applicants and employees. seeks to ensure we achieve diversity in our workforce regardless of gender, race, religious belief, nationality, ethnic/national origin, sexual orientation, age, marital status or disability.